

Department of the Interior					
BUREAU: OFFICE OF SURFACE MINING					
* Equal Opportunity Data Required to be Posted by the					
NO FEAR ACT					
P.L. 107-174					
Reporting Period: FY 2001-2005					
Point of Contact: Patricia Butler					
Formal Complaints	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
# of complaints filed	5	8	2	4	3
# of individual filers	5	4	2	2	3
# of repeat filers	0	1	0	1	0
# of Complaints by Basis of Discrimination	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Race	3	5	2	4	1
Color	0	0	0	0	0
National Origin	0	1	0	0	1
Sex	0	2	0	1	1
Religion	1	0	0	0	0
Disability	1	0	0	0	0
Age	2	1	0	0	1
Reprisal	3	7	2	2	1
Non-EEO	0	0	0	0	0

# of Complaints by Issues of Alleged Discrimination	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Appointment/Hire	0	0	0	0	
Assignment of Duties	0	1	0	1	
Awards	0	1	0	0	
Conversion to Full-Time	0	0	0	0	
Disciplinary Action				0	
Demotion	0	0	0	0	
Reprimand	0	0	0	0	
Suspension	0	1	0	0	
Removal	0	0	0	0	
Other: Placed on Administrative Leave	0	0	0	0	
Duty Hours	0	0	0	0	
Evaluation/Appraisal	0	1	1	0	
Examination/Test	0	0	0	0	
Harassment					
a. Non-sexual	3	0	1	0	
b. Sexual	0	0	0	0	
Medical Examination	0	0	0	0	
Pay Including Overtime	0	0	0	0	
Promotion/Non-Selection	2	1	0	1	3
Reassignment					
a. Denied	0	0	0	0	
b. Directed	0	0	0	0	
Reasonable Accommodation	0	0	0	0	
Reinstatement	0	0	0	0	
Retirement	0	0	0	0	
Termination	0	0	0	0	
Terms/Condition of Employment	0	1	0	1	
Time & Attendance	0	0	0	1	
Training	0	0	0	0	
Other: Constructive Discharge	1	1	0	0	
* Based on best available data					
Average Processing Time of Pending Complaints -	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005

1. All complaints pending during fiscal year

	#	APT	#	APT	#	APT	#	APT	#	APT
Investigation	9	236	9	149	3	236	4	229	6	173
Final Agency Action	7	981	9	657	1	1031	2	59	3	435

2. Complaints in which a hearing is not requested

Investigation	1	149	1	142	0	0	0	0	0	0
Final Agency Action	2	66	2	69	1	23	0	0	0	0

3. Complaints in which a hearing is requested

Investigation	0	0	0	0	0	0	4	229	4	490
Final Agency Action	5	28	5	26	0	0	2	59	3	37

	FY 2001		FY 2002		FY 2003		FY 2004		FY 2005	
# OF COMPLAINTS DISMISSED	#	APT	#	APT	#	APT	#	APT	#	APT
	2	103	3	319	1	72	0	0	0	0

- Pending EEO Counseling and average processing time for counseling activity has not been historically tracked in this manner during FY 1999 - 2003.

- APT calculated using total processing days.

Number of Complaints Filed Prior to Fiscal Year

	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Pending Complaints Filed Before Fiscal Year	18	12	8	1	1
Number of Individuals	10	7	6	1	1
Number in Investigations	4	1	3	0	0
Number in FAD	0	0	2	0	0

Complaints Pending in Current Fiscal Year

Number of Investigations over 180 days	0	3	2	2	2					
FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION										
	with a	without	with a	without	with a	without	with a	without	with a	without
	hearing	hearing	hearing	hearing	hearing	hearing	hearing	hearing	hearing	hearing
	FY 2001	FY 2001	FY 2002	FY 2002	FY 2003	FY 2003	FY 2004	FY 2004	FY 2005	FY 2005
TOTAL	0	0	0	0	0	0	0	0	0	0
BASES										
Race										
Color										
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Sex										
Religion										
Disability										
Age										
Reprisal										
Non-EEO										
ISSUES										
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Other